

**CITY OF MADISON
CORRESPONDENCE**

DATE: February 12, 2007

TO: Board of Estimates

FROM: Roger Goodwin, Interim Human Resources Director

SUBJECT: **Street Use Staff Team Coordinator**

At their meeting of February 7, 2007, the Personnel Board considered the Human Resource Department's recommendation to reclassify the occupied position of "Community Events Coordinator" (within the Parks Division) from Compensation Group 18, Range 02, to the new class of "Street Use Team Coordinator" in Compensation Group 18, Range 04 (analysis enclosed).

Following the presentation of that analysis, the Personnel Board heard comments from the incumbent, an MPSEA representative, and Parks managers. The incumbent asked that her position be placed in Compensation Group 18, Range 08 premised on her perspective on comparability with other widely divergent City positions (although no direct comparisons were drawn). The supervisor of the position and the Division Head provided supportive comments regarding the importance of the work and the accomplishments of the incumbent (although not directly linked to the Range 08).

Although staff indicated that there was an option to provide further clarification and/or analysis, that offer was rejected.

On a split vote (2-1) the Personnel Board acted to forward a Substitute Ordinance and Resolution placing the position in Compensation Group 18, Range 08.

I believe that this response is inconsistent with the facts. Further, I believe that this excessive placement will significantly compromise pay equity within the classification system and negatively impact employee morale.

Accordingly, I ask that you adopt the Ordinance and Resolution as initially submitted (Version 1) at 18/04.

Attachments